

WELCOME...

Welcome to the very first edition of the Raven's Remedy. This quarterly Pharmacy Recruitment Newsletter aims to bring you informative news and information regarding the Australian Pharmacy Recruitment Market, plus some fun stuff to keep you entertained. We would love your feedback, good or bad as well as any suggestions you may have in regards to content. We hope you enjoy reading the Raven's Remedy.

RAVEN'S ACQUIRES NEW ZEALAND PHARMACY EMPLOYMENT (NZPE)



Since Directors, Adam Bell and Heidi Dariz took complete ownership of Raven's Recruitment in July 2007, the pharmacy recruitment business has experienced a period of rapid growth where it doubled its turnover and increased staff numbers from 6 to 15. After continued success in 2008, Raven's would now like to announce the Acquisition of NZ's number 1 pharmacy recruitment agency, NZPE. "We are very excited about the acquisition of another market leading Pharmacy Recruitment Agency in a different market place such as New Zealand. We look forward to capitalising on the significant synergies and economies of scale this will provide. We will now be able to provide a much broader service offering to the pharmacy industry in both countries" Adam Bell said.

RAVEN'S RECRUITMENT @ APP BOOTH 77

Once again Raven's Recruitment will be an exhibitor at the Pharmacy Guild's Australian Pharmacist Professional Conference on the Gold Coast between 3-5 April, 2009. We'll have giveaways, details of all our latest positions available and maybe a few surprises. Come and visit the team @ booth 77, we'd love to meet you face to face.

WEBSITE POLL RESULTS

How did you find your last pharmacy position?

Word of Mouth:	33%
Recruitment Agency:	33%
Online Job Boards:	18%
Other:	16%

WHY RURAL PHARMACY COULD BE A GREAT OPTION FOR YOU...

Are you tired of sitting in traffic? Thinking that life has become routine and mundane? Evaluating your career and wondering what's next? Well then maybe rural pharmacy is a great option for you to consider? At Raven's Recruitment, we can't help but notice the shortage of skilled professionals willing to work in our rural areas of Australia and from looking at trends in other countries, it is apparent that getting professionals to move to rural communities is a prevalent challenge in the pharmacy industry today. Is it the thought of feeling isolated in a small country town that concerns potential professionals from applying for these rural roles or is it simply a case that the benefits of rural pharmacy positions have never been explained? Given that a large percentage of our clients are located in rural areas and can find it challenging to find professionals for their pharmacy, we thought it would be good to discuss why rural pharmacy may be a great option for you? Rural pharmacy is a great option for professionals wanting to make a difference to the community... *{cont. on page 4}*

WRITE & WIN!

Would you like to win a \$75 voucher? Simply write an article for Raven's Remedy and you can! Email your article to Lisa: lisa@ravensrecruitment.com.au

PHARMACIST'S PERSPECTIVE

From the City to the Surf...

15000 km away!

Author: Nijal Shah



Have you ever been on a holiday to a foreign country, visited a small town (virtually in the middle of nowhere) and thought, "What would it be like to work here?" Well on a wintery cold morning, having just read a job advertisement on the Raven's website, such an innocent thought, turned into a very serious "Why not?" The only challenge was this. I was living in the heart of London. The job was a 24 hour flight and 8 hour drive away, in the beautiful town of Esperance (south east corner of WA). The chance to work and live in an amazingly beautiful country town with spectacular beaches just outside your door and accommodation provided sounded too good to be true. Then add a busy shopping centre pharmacy environment, with an attractive salary (and relocation from London!) – I was sold! *{cont. on page 3}*



VIRTUAL CAREERS FAIR & EXPO 1ST - 31ST JULY

www.pharmspace.com.au

PHARMSPACE09

Raven's Recruitment is proud to launch Pharmspace09, Australian Pharmacy's first and only online Virtual Careers Fair and Expo. Pharmspace09 is a fully interactive 3D website that will feature a pharmacy industry trade exhibition, a pre-reg student careers fair, live conference style presentations and discussion forums all of which are guaranteed to replicate a real life conference. This incredibly exciting new initiative is set to revolutionise the way products and services are presented and marketed as well as providing a nationwide portal for pre-reg students and employers to find each other. Using today's cutting edge technology, visitors will have a full 3D experience and feel as though they have visited a REAL LIFE conference/expo, all from the comfort of their own home or office. Unlike traditional 3 day, 9am - 5pm Expo's, Pharmspace will be open and active 24 hours a day, 7 days a week for the full month of July 09, ensuring everyone in the industry is able to attend – at a time convenient to them. For more information on being a Pharmspace Sponsor, Exhibitor, Employer or Visitor please visit: www.pharmspace.com.au All Pharmspace participants go into the draw to win 1 of 4 plasma screen TV's.

SURPLUS OF LOCUMS - READY TO GO ANYWHERE!

The influx of newly registered pharmacists into the employment market has had a distinct effect on locum supply and demand conditions. We have a number of locums, whom are always pre-booked and come highly recommended by our clients, prepared to go rural for up to 3 months. So if you are looking for a breath of fresh air in your pharmacy and want to feel confident that your pharmacy is in experienced and capable hands, call Anna-Marie or Candice now on 1800 429 829 to find out more.

PHARMACY SUPPORT STAFF REFERRAL REWARD PROGRAM

Do you know of a work colleague, friend, family member or neighbour who is looking for a new challenge in Pharmacy? By simply referring someone you know, you can earn a \$75 voucher of your choice to one of the following: Westfield Shopping Centre, David Jones, Coles Myer, or Wish Gift Cards. Terms and Conditions apply, so call us now on 1800 429 829 to find out more!



JOB & CANDIDATE BOARD

STAR CANDIDATES

CANDIDATE: 0104424

Highly capable and experienced locum available ASAP for work in VIC, NSW or TAS. Many years of retail and clinical pharmacy experience. Available for locum blocks of up to 1 month.

CANDIDATE: 1007190

Highly recommended Pharmacist / Pharmacist in Charge available for the Cairns area. 2 years experience as a registered pharmacist in a busy community setting including 2 days/wk as a sole pharmacist/PIC. Previous employer describes her as "a great team player with an outgoing and friendly nature. Good communicator. Very efficient and excellent with follow through. She has the ability to work in a busy pharmacy and not get stressed. She would be a gift to any pharmacy she goes to."

CANDIDATE: 1014639

Senior Pharmacy Assistant / Assistant Retail Manager, South Melbourne. With 12 years experience in various positions ranging from Senior Pharmacy Assistant, Stock Controller to Retail Manager - this candidate is highly regarded. She is seeking a full time position based in the Southern suburbs of Melbourne and is available to start immediately. Candidate ideally would like an Assistant Retail Manager position which offers career development and growth opportunities.

CANDIDATE: 1003269

Pharmacy Manager – an enthusiastic and dedicated professional with extensive experience across all areas of Pharmacy, is seeking a new challenge. This Pharmacist is ideally looking for a fulltime management position within 3-4 hours drive of Sydney that is able to offer a minimum 2 year commitment. Referee feedback is outstanding quoting "She is an exceptional leader". Ideal start date: May 2009.

CANDIDATE: 1004499

Pharmacist in Charge/Pharmacist with over 20 years Community Pharmacy experience in Queensland. Immediately available and is seeking 4 days per week work - Brisbane to Tweed Heads area. Highly skilled in the area of dispensing and counselling of patients within a light to medium script trade. Referee Comments; "Excellent speed and accuracy as a Pharmacist", "Absolute pleasure to work with for 10 years, she taught me so much".

CANDIDATE: 1009868

Pharmacist. Friendly and efficient Pharmacist that would be an asset to any team. Available for an immediate start. Eight Years Pharmacy Experience. Has completed Bachelor of Pharmacy with (class 1 honours) in 2004. Candidate comes highly recommended by previous employers and demonstrates a strong business acumen. Strong technical knowledge, along with exceptional counselling skills. Ideally seeking fulltime work within one hour of the Melbourne metro area.

EXCEPTIONAL OPPORTUNITIES

JOB NUMBER: 2006503

East Gambier, SA

Full time/perm Pharmacist in Charge. Duties include: Patient Counseling and managing the dispensary. Supervising a small team of shop staff and dispense techs. Med script trade using Winifred. Great opportunity to gain exposure as a pharmacy supervisor without the hassles of managing the business. Skills Required: Current reg, excellent communication and presentation skills. Full time Permanent position. Wk hrs: Monday-Friday 9am-5:30pm Saturday 9am-12:00pm. On offer: \$38 per hour plus incentives.

JOB NUMBER: 2006584

Northern Regional, NSW

Full Time Pharmacist position available from 6th April 09 located in this beautiful northern regional town in NSW for this independent pharmacy. Working directly with the owner in this 2nd Pharmacist role, you will be in charge when the owners is on holidays etc. Approx 350 scripts p/day, sometimes it can get up to 650 p/day and you will always be working with another pharmacist and experienced support staff. Working with FRED and dispensing a small amount of methadone. Hours: 8.30am - 5.30pm Monday Friday and the choice to do Saturdays if you wish which would be 8.30am - 12.30pm. This position would suit both a newly registered or experienced pharmacist - approx \$40 p/hr + relocation expenses if required paid for - Start date ideally July 2009.

JOB NUMBER: 20066470

South East Melb, VIC

An experienced Retail Manager is required for full time position in an expanding South East Melbourne Pharmacy. You will motivate and manage front of shop staff and be responsible for stock control, rosters and providing outstanding customer service to all who walk through the Pharmacy doors. This position is available immediately and is offering a salary of \$40 000 - \$48 000 plus superannuation.

JOB NUMBER: 2006489

North Qld Island, QLD

Our client is seeking an experienced Pharmacist Manager or Pharmacist who feels that they are ready to move into a managerial role within this pro-active community pharmacy. Pharmacy management duties and responsibilities include: dispensing, counselling, stock control and providing high levels of customer service to the community and regions of FNQ. The Pharmacy also provides health services via plane & sea to remote, outer islands and indigenous areas of FNQ. The Managers role will be to coordinate & facilitate the outer island trips around the Islands of Torres Strait, visiting 14 island health centres and 6 health centres located on Cape York. Fabulous hourly rate of \$50/hr plus accommodation offered.

JOB NUMBER: 2006559

Coastal East Gippsland, VIC

A wonderful opportunity has arisen for a motivated and enthusiastic Pharmacist in Charge to take the reigns in this lovely country town. 1 year post registration experience desirable. An attractive salary package is on offer, plus you will be supplied with permanent accommodation that has been recently refurbished. 45 hour working week, FRED dispensing system for a medium script trade. Genuine opportunity for future advancement or partnership.

Linking pharmacists & pharmacy owners around Australia

UP CLOSE & PERSONAL...

DES KERR - HR MANAGER MALOUF GROUP PHARMACIES

What is your role at Malouf's?

I have been the Human Resources Manager with Malouf Group Pharmacies for the past five and a half years.

What do you like about what you do?

In my role I have the ability to have a real impact on people's lives through their career! There is nothing more satisfying than seeing someone that you had a hand in employing to then see them progress through the business. We recently had a trainee who had no previous pharmacy experience complete her Certificate 1 in Community pharmacy, that has now decided to go to Uni and study to become a Pharmacist.

What do you dislike?

The disappointment you feel when you aren't able to help someone in their role/career.

What are your goals for the future or for your organisation?

Personally I see myself continuing to further develop my knowledge of the pharmacy environment with Malouf Group Pharmacies. Our owners encourage us to step outside of our roles and learn as much of the running of the day to day business as possible which is great.

Organisational goals would be to continue to recruit, train and retain the very best employees for each position that we have available. Our business is built on 'Customer Service' and we can't do that without great staff.

What advice would you offer someone who was considering a career as a pharmacist?

First and foremost is they must have a passion for people! Work and learn in the environment and be comfortable talking to and helping people with their concerns - whatever that may be.

What is your favourite food?

Any kind of seafood!!

What is your favourite travel destination?

It would probably be the family holidays travelling through Victoria - Phillip Island, Ballarat etc.

If you could invite 3 people to a dinner party, who would they be and why?

I am a big fan of stand up comedy (it is my stress outlet) so probably Billy Connolly, Robin Williams and Carl Barron.

STAFF PROFILE

DEBBIE CAPUANO

Debbie AKA "SUPERMUM", started with Raven's Recruitment in September 2000. Yes, that's almost 9 years ago! Raven's would simply not be Raven's without our Debbie. Debbie successfully managed and built up our overseas UK & Ireland transfer scheme, prior to the reciprocal agreement coming to an end, and is now a valued member of our Permanent Recruitment division.



Debbie is the "ridgy didge People's Person" and loves the thought of coming to work and being able to make a positive contribution towards a candidate's professional life or making work life that little bit easier for her clients. Debbie has an uncanny ability to multitask her work, family and social life which never ceases to amaze all of us.

Our Debbie is purely the epitome of a hard working mum. We would hate to think what catastrophes would emerge if the diary ever went astray.....?? We now know why she wasn't putting up her hand to join the Raven's Redback's Netball team.

Debbie now looks after the permanent recruitment of all Queensland areas (except Gold Coast and Brisbane areas). Call Debbie on 1800 429 829 for your recruitment or career needs.

PHARMACIST'S PERSPECTIVE

{Cont. from page 1}

That was three years ago. Did I know what I was getting myself into at that time? Not really. Do I have any regrets? None at all!

The move from London to Esperance felt like the world had stopped. It was so different. No stuffy underground trains and no big red buses!

Professionally the minor ailments in Australia were definitely more "exotic"! Giardia? Filleted thumbs? Red back spider bites? Call it ignorance but I had never even heard of red back spiders!

Thankfully, living remotely does not hinder obtaining further qualifications (as long as you have access to the internet) and as I had a special interest in clinical pharmacy, I decided to further my career and attain accreditation to conduct medication reviews.

With thanks again to Raven's, I have since moved on and I am now practicing at a brand new pharmacy within a health care centre, equipped with state of the art robotic dispensing system, and working with a team of 16 GPs, 4 nurses, a psychologist and a physiotherapist. And Nope! It's not in the city. It is still in the heart of country WA, in Geraldton.

Working as a Clinical Pharmacist in Charge, in a multidisciplinary environment, I spend most of my time conducting medication reviews; however I still have the option to work in a retail pharmacy.

My advice to any pharmacist, who has not practiced in a rural pharmacy, is - give it a try. If you are offered the opportunity, and I assure you, it has the potential to be a truly rewarding experience. It is nice to live in a place where everybody knows your name.



MOVIE REVIEW

He's Just Not That Into You

Featuring a terrific ensemble cast including Ben Affleck, Jennifer Connelly, Jennifer Aniston, Justin Long, Ginnifer Goodwin, Drew Barrymore and Scarlett Johansson, and based on the best-selling book by Greg Behrendt and Liz Tuccillo (Sex and the City), this story is based on twenty and thirty somethings trying to navigate their way through the hazardous world of romantic relationships.

The film moves between the stories of young love to the complex world of marriage, looking at all the angles on why a relationship may or may not fail. The film is an amusing snapshot of the emotions we go through in the pursuit of love, with most female audiences identifying with single Gigi (Goodwin), a predator of men, who reads the wrong signals with every man she meets.

A film for the romantics of this world, audiences of the same age bracket will immerse themselves in the film, constantly drawing parallels to their own love life. For the cynics - be warned, this film and its content will seem old hat to you and will lack originality.

However, love and the complex nature of finding love has been wrapped up into this easy going film and lightly skims over the impact of social networking on the internet, to the love lives of singles in the new millennium.



PHARMACY JOKES!

Q. How many pharmacists does it take to change a light bulb? A. Just 1, but he has to do it 3 times a day for 10 days!

A miracle drug is one that now has the same price as last year.

WHY RURAL PHARMACY COULD BE A GREAT OPTION FOR YOU...

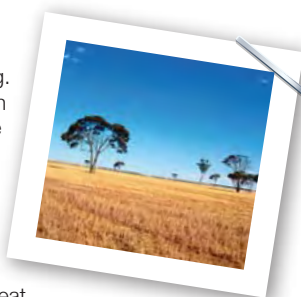
{Cont. from page 1}

which may not be possible in a city setting. Closer contact and social interactions with patients is more likely and there is a key role for pharmacy professionals to play in education and health promotion within our rural environments.

Given that we are constantly warned of the effects of a high-pressure metropolitan lifestyle can have on us, another great reason to consider rural pharmacy is that it can provide that 'change' many of us are looking for at some point in our life. Whether it is a short or long term 'change' that you are considering, rural pharmacy offers an opportunity to get that work/life balance you have been longing for - imagine just living five minutes from work!

So when thinking about a 'change' whether it is a sea change or tree change, contact the local tourist authority to find out more about your potential job destination - you may be surprised with what's on offer. For instance, does the beautiful landscape of New England with all its craft shops lure you to consider rural pharmacy? Or perhaps the country music mad town of Tamworth, with museums and memorabilia dedicated to all aspects of country music is more your style?

Whatever your preference is, remember that the shopping and restaurant precincts of Melbourne and the beautiful beaches of Sydney will always be there to come back to and there is a rural destination to experience, for you and your career.



DID YOU KNOW?

Free Botox is available for low-income residents of Brazil.

The Brazilian Society of Esthetic Medicine is running its annual "free Botox" program, and extending other anti aging treatments at no cost for low-income residents of Brazil.

Furthermore, it has been reported that the Brazilian Society of Esthetic Medicine also offers free laser hair removal, chemical peels and varicose vein treatments.

The program, which will last for 10 days, allows student doctors to gain experience and gives low income earners a chance for luxury treatments they couldn't normally afford.



QUOTE OF THE DAY

The first step in the acquisition of wisdom is silence, the second listening, the third memory, the fourth practise, the fifth teaching others...

SOLOMON IBN GABRIOL



NZ Pharmacy Employment

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